



COUNCILMEMBER CARL DeMAIO

FIFTH DISTRICT

CITY OF SAN DIEGO

MEMORANDUM

DATE: March 23, 2010

TO: Ken Whitfield, City Comptroller
Jan Goldsmith, City Attorney
Scott Chadwick, Human Resources Director

FROM: Councilmember Carl DeMaio *Carl DeMaio*

RE: Delay in the Elimination of the City's Terminal Leave Policy

Employers will commonly grant personal leave (sick and vacation) to employees, and in some cases may allow the accrual of unused leave to some defined extent. The City of San Diego goes one step further by providing Terminal Leave, which allows departing employees to accrue annual leave, receive retirement contributions, accrue retirement service time and receive medical coverage until their accumulated leave expires.

This policy has proven expensive for taxpayers, with the FY 2010 Annual Budget including \$4.3 million to fund Terminal Leave. Furthermore, the budget noted "a large number of employees with high leave balances expected to retire over the next several years."¹

In April of 2009, the City Council eliminated Terminal Leave for FY 2010 for two bargaining units and Unrepresented Employees. Unfortunately, this unanimous vote has yet to be implemented almost a full year later.

It is my understanding that the City Council must vote again to actually enact these terms and that this vote is expected to occur in early April, 2010.

While I am concerned that almost a full year has passed without the will of the Council being implemented, I am equally concerned that taxpayers have continued to bear the costs associated with the Terminal Leave benefit.

¹ City of San Diego Fiscal Year 2010 Annual Budget

Requested Information (City Comptroller): Please provide my office with an accounting of the costs associated with Terminal Leave from April 14, 2009 to date for the POA and Local 127 bargaining units, as well as unrepresented employees. Additionally, please provide the estimated savings that would have occurred over the same time period if Terminal Leave had actually been eliminated for these bargaining units on April 14, 2009.

Requested Information (City Attorney and/or Human Resources Director): I request that beginning with the next Council vote on labor contracts, the City Council be provided with a comprehensive timeline of future actions needed to enact the provisions approved by the City Council (regardless of whether the terms have been agreed upon or imposed). This timeline should be included as part of the backup docket materials.

Please contact my office if you have any questions on the above requests. I am confident that including a timeline of projected actions needed to implement the terms of Council-approved labor contracts will serve as an aid in completing the necessary actions in a timely fashion.

cc: Honorable Mayor and City Councilmembers
Andrea Tevlin, IBA